

RESOLUTION NO. RS_____

A resolution adopting a new pay plan for employees of the Metropolitan Board of Health, effective July 1, 2019.

WHEREAS, the Metropolitan Board of Health, acting in its official capacity as a Civil Service Commission has, pursuant to Sections 12.09 and 12.10 of the Metropolitan Charter, assigned each employment classification to a salary grade as of July 1, 2019, with such assignments being equitably related to each other; and,

WHEREAS, the Board of Health's Civil Service Commission has adopted the salary ranges for each grade; and,

WHEREAS, the Director of Personnel for the Board of Health has recommended, after the Commission's approval, desirable salary ranges for each grade to the Director of Finance; and,

WHEREAS, pursuant to RS2018-1248, a one-year pay plan was approved by the Metropolitan Council to go into effect on July 1, 2018; and,

WHEREAS, the pay plan that was adopted pursuant to RS2018-1248 included increment pay increases that are earned at various time intervals; and,

WHEREAS, it is the desire for these increment increases to continue; and,

WHEREAS, it is further the desire that employees who are paid pursuant to open pay ranges be eligible, at the discretion of the employee's Appointing Authority, to receive merit pay increases; and,

WHEREAS, the Board of Health's Civil Service Commission recognizes that the pay scales included in the pay plan adopted pursuant to RS2018-1248 should be modified by applying a cost of living increase as of July 1, 2019; and,

WHEREAS, the Board of Health's Civil Service Commission recommends that the pay scales be increased by 3.0 % as of July 1, 2019; and,

WHEREAS, pursuant to Sec. 12.10 of the Metropolitan Charter the Board of Health, sitting as a Civil Service Commission, has created the new employment classification of Bureau Director 2, necessitating the need to amend the pay plan adopted pursuant to RS2018-1248 by adding this classification and reinserting the classifications of Research Analyst 1 & 2 into the pay plan; and,

WHEREAS, the Board of Health, sitting as a Civil Service Commission, determined the need to make changes to their Custodial classification series; and,

WHEREAS, pursuant to Sections 12.09 and 12.10 of the Metropolitan Charter, the recommendations of the Board of Health's Civil Service Commission were forwarded to the Director of Finance for her consideration; and,

WHEREAS, the Director of Finance has approved the recommendations of the Board of Health's Civil Service Commission and forwarded the same with a statement of full budgetary implications to the Mayor for his approval; and,

WHEREAS, the Mayor has approved the plan presented to him by the Director of Finance and recommends its adoption by the Metropolitan County Council.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1: The pay plan adopted pursuant to RS2018-1248 and which went into effect on July 1, 2018, for employees of the Metropolitan Board of Health, from and after July 1, 2019 shall be as provided in Exhibit "A". Exhibit "A" reflects a salary increase in the amount of 3.0 % and the continuation of step increment adjustments. Exhibit "A" is incorporated into this Resolution as if fully set out herein.

Section 2: The pay plan adopted pursuant to RS2018-1248 and which went into effect on July 1, 2018, from and after July 1, 2019 shall be as provided in Exhibit "A" and include the positions of:

- Bureau Director 1 – Class #10386 – Grade OR12
- Bureau Director 2 – Class # 11049 - Grade HD03
- Research Analyst 1 – Class # 7390 – Grade ST10
- Research Analyst 2 – Class #7391 – Grade OR5
- Custodian – Class #10832 – Grade ST05 (The positions of Custodian 1 – Health and Custodian 2 – Health are deleted from the pay plan.)

Section 3: Additional funding shall be provided to the Metropolitan Department of Health in the amount of 2 % of that department's total annual open range salary budget so that employees in Open Range pay classifications will have the opportunity to receive merit based salary increases, at the discretion of the Appointing Authority, as reflected in Exhibit "A". Eligibility for Open Range salary increases for FY20 will become effective as of July 1, 2019.

Section 4: Upon the adoption of the pay plan attached as Exhibit "A" and upon it becoming effective, the pay plan adopted pursuant to RS2018-1248 is hereby repealed.

Section 5: This Resolution shall take effect on July 1, 2019, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

Les Bowron, Director of Personnel
Metropolitan Health Department

Carol Etherington, MSN, RN, FAAN
Chair, Metropolitan Board of Health

INTRODUCED BY:

APPROVED AS TO AVAILABILITY
OF FUNDS:

Talia Lomax O'dneal, Director
Metropolitan Department of Finance

APPROVED AS TO FORM
AND LEGALITY:

Metropolitan Attorney

APPROVED AND RECOMMENDED TO THE
METROPOLITAN COUNTY COUNCIL FOR
ADOPTION:

David Briley
Mayor